

Call for applications

Team leader - Rule of Law Project, North Macedonia

Mission description

The team leader will be in charge of the strategic and operational management of the project throughout its implementation. This involves planning, coordination of various stakeholders, and human and financial resource management, to ensure smooth implementation of the project while applying Expertise France's procedures.

The Team leader will report to the Head of the Justice and State Reform Unit of the Governance Department, and will work in close coordination with Expertise France teams based in Paris.

Project Steering and Coordination

- Lead the development, implementation and monitoring of the project's overall strategy, in coordination with the project partners and the European Union;
- Ensure the overall coherence of project activities and deliverables with the expected results and with national strategic documents such as the Reform Agenda;
- Develop and oversee the project activity schedule and ensure its timely implementation;
- Coordinate project stakeholders and act as the main point of contact between Expertise France, Macedonian and international partners, the EU, experts and other stakeholders working in the areas covered by the project;
- Elaborate a sustainability strategy to ensure appropriation and transfer of ownership to beneficiaries of competences and tools provided by the Project;
- Coordinate the preparation of and represent the project at Steering Committee meetings and other governance bodies: prepare working documents and agendas, representing the project during meetings, and monitoring the implementation of decisions;
- Facilitate coordination between the implementing agencies to ensure the complementarity and synergy of the activities under their respective responsibility;
- Supervise the monitoring, evaluation, accountability and learning (MEAL) in coordination with the team's MEAL focal point; monitor project progress against performance indicators, in coordination with the project monitoring and evaluation focal points; capitalise on experiences, identify good practices and disseminate them;
- Anticipate and analyse risks and changes affecting the project (political, institutional, operational, financial, security, reputation, etc.), and report them to headquarters; propose mitigation measures;
- Ensure the project's internal accountability, including compliance with Expertise France's internal monitoring and planning exercises;
- Lead the project's technical reporting, including the preparation of briefing notes, activity reports and minutes, as well as inception, monthly, interim and final narrative reports, based on expert deliverables and in close collaboration with the team.

Team Management

- Coordinating, organising and supervising the work of the project team and ensuring proper implementation of activities; ensure proper distribution of responsibilities, set objectives, evaluate performance, deal with eventual conflicts;
- Participate in the recruitment of the project team in accordance with the Agency's internal procedures; integrate new staff members;

- Ensure an appropriate working environment (premises, equipment, well-being, etc.); -
- Ensure that staff comply with agency rules and procedures, particularly regarding safety and professional conduct;
- Manage experts (long and short term): approve terms of references, methodology deliverables and other expert products; ensure quality control and the proper implementation of technical and contractual standards;
- Ensure that tasks are performed within the agreed timeframe for activities and in accordance with the Technical Offer, the logical framework and contractual obligations.

Financial Management

- Ensure compliance with and proper implementation of the budget such as annexed in the donor contract, in collaboration with a financial manager;
- Operate a budget planning and monitoring, including the setup of budget monitoring tools; regular monitoring of project budget expenditure;
- Coordinate and approve financial reports and internal reporting exercises (monthly and three times a year reporting);
- Overall compliance with applicable financial procedures.

Administrative and Logistics Management

- Supervise procurements and contracts, in accordance with the applicable public procurement procedures;
- Monitor contract implementation and ensuring compliance with agreed deadlines and contractual conditions;
- Oversee administrative processes relating to contract management to ensure efficiency and compliance at every stage.
- Oversee the logistical arrangements for project events and activities, expert missions, study visits, Steering Committee meetings and other project-related activities.

Communication and Institutional Representation

- Define and implement a visibility strategy in line with EU rules;
- Coordinate project communication activities, organise and disseminate information to relevant stakeholders and the general public, and supervise service providers and experts recruited to implement communication activities;
- Represent Expertise France and the project vis-à-vis the Macedonian authorities, the Delegation of the European Union and institutional partners.

Other Tasks

- Ensure the implementation of rules relating to the prevention of conflict of interest, fraud, corruption, as well as those relating to data protection;
- Apply security instructions given by the Direction of Security of Operations of Expertise France;
- Perform any other tasks required by Expertise France within the framework of the project.

Project description

The Rule of Law II Project in North Macedonia aims at strengthening the rule of law by improving independence, efficiency and effectiveness of the justice system and the country's ability to fight against high level corruption and organised crime. This will be addressed in two pillars:

- 1 Improved efficiency of the justice system against organised crime and high-level corruption
- 2 Enhanced impartiality, accountability, efficiency and professionalism of the judiciary;

The Project will mainly provide assistance to the relevant institutions through primarily coaching and mentoring by EU Member States and peer-to-peer exchange among national and EU Member States relevant actors with possibility for hands-on transfer of experience.

EF is applying to a call for proposals published by the EU for this project. It will be co-funded by the EU and the French government for an overall amount of 10 million euros. The planned implementation period is 36 months.

Applicant profile

Qualifications and Skills

- Strong knowledge and understanding of issues related to rule of law international cooperation in Europe, particularly in North Macedonia;
- Excellent command of written and spoken English; knowledge of Macedonian and/or French would be an asset;
- Good understanding of the EU Enlargement process and strong knowledge of EU acquis in the relevant fields (chapters 23 and 24)
- Knowledge of and experience in North Macedonia, particularly with project relevant institutions (Supreme Court, Judicial Council, Court Budget Council, Council of Public Prosecutors, Public Prosecution Office, Constitutional Court, the Bar Association, Academy for Judges and Prosecutors, Ministry of Justice, ICT Council for the Judiciary, Directorate for Execution of Sanctions, Ministry of Interior, Financial Intelligence Unit, Agency of the Management of Confiscated Assets, Financial Police Office, ARO Asset Recovery Office);
- Ability to work autonomously and a strong sense of responsibility;
- Excellent team coordination and teamwork skills;
- Strong interpersonal and intercultural skills, including diplomacy;
- Ability to prepare complex action plans and coordinate their implementation;
- Ability to prepare implementation reports.

Professional Experience

- At least 7 years of experience in cooperation project management/implementation, preferably in an EU Enlargement context; previous experience in North Macedonia or in the region would be an asset.
- At least 10 years of experience working in or with the judiciary;
- Over 5 years of experience working in EU funded projects would be a strong asset.

Additional information

Job start: end of 2026/early 2027, at the start of the ROLAW II Project;

Contract duration: one or two years, renewable for the duration of the project (3 years);

Documents to submit: Resume

Publication date: 17/07/2026

Submission deadline: 12/09/2026 at 8:00 pm Paris time